



Czech Republic

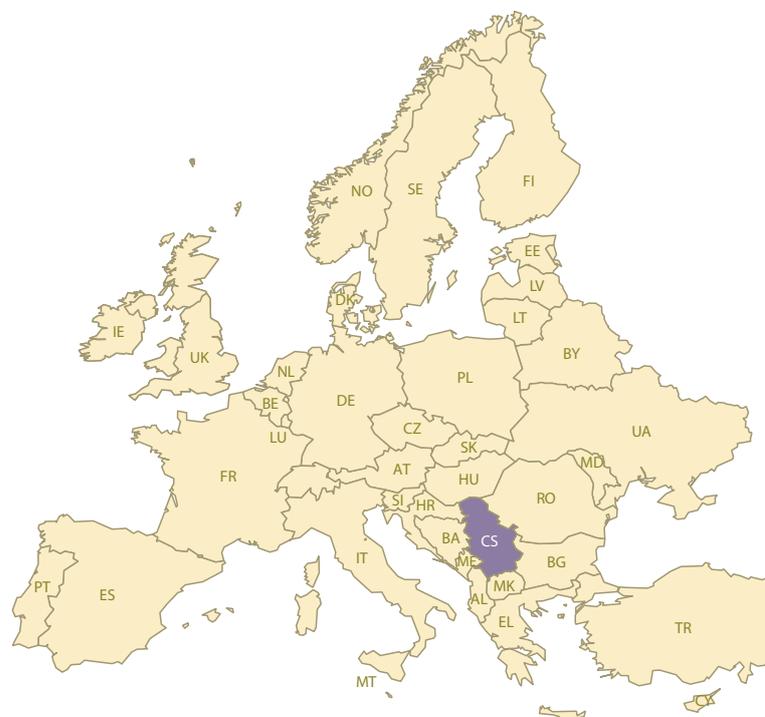
POLICY FRAMEWORK

The national action plan, 'Priorities and policies of the government in promoting equal opportunities for women and men', sets out a commitment to mainstreaming gender issues in all policies in the Czech Republic. The plan is implemented through a set of actions agreed each year by the Government Council for Equal Opportunities of Women and Men and its secretariat, and adopted by government. The annual document includes measures and tasks for the ministries in the upcoming period.

The Council for Equal Opportunities of Women and Men includes representatives from ministries, the Office of Statistics, employers, employees and civil society. The annual priorities for action are structured around different themes such as equality in the labour market, economic independence of women, balancing work, private and family life, women in decision-making, dignity and integrity of women, and gender-based domestic violence. Actions to be taken by public bodies are a separate theme and all ministries implement several actions which are then reported on a yearly basis. In 2005–10 reference was made to the delivery of gender training within the ministries. Gender training was not explicitly specified as a priority in 2011–12, but ministries were asked to 'apply the standpoint of equal opportunities for women and men in all conceptual, decision-making and assessment work, at all levels of its preparation and execution.'

GENDER TRAINING IN PRACTICE

The gender equality theme is included in compulsory induction training for newly employed staff, employees with decision-making powers and other expert employees, in the ministries. In addition, ad hoc seminars and e-learning courses on gender equality are organised by different ministries for staff at different levels. Gender-related training is funded from internal ministry budgets and EU funds, and budget cuts in the ministries have meant that training activities have been partially reduced in the past few years.



Induction training and ad hoc seminars are usually carried out by internal staff, but ministries also work with civil society organisations such as non-governmental organisations (NGOs). There are a number of well-known NGOs that work on gender issues in response to direct requests from ministries or through calls for tenders.

Public administrative bodies at regional and local levels in the Czech Republic have separate responsibilities for the training activities of their own staff. A small proportion of regional and local administrations address gender equality in their induction training, although is no requirement to ensure gender training.



ABOUT THE STUDY

This factsheet summarises research findings for the Czech Republic from the European Institute for Gender Equality's (EIGE) 2-year project on 'Gender training in the European Union', which is part of EIGE's gender mainstreaming methods, tools and good practices work. The project collected practical information about gender training across the 27 EU Member States and Croatia, dating 2005–12.

The information is based on desk research and stakeholder interviews conducted between February and April 2012 by ICF GHK. The interviews included representatives of national ministries tasked with the coordination of gender mainstreaming, other ministries and public organisations at national, regional and local level that deliver or commission gender training courses to their staff, and a sample of gender trainers who deliver the training. Further, the information contained herein was validated with EIGE's thematic network on gender training in autumn 2012.

Other outputs from the study include online databases of gender trainers and training resources available on EIGE's website at: <http://eige.europa.eu>

EXAMPLES OF GENDER TRAINING PROGRAMMES

- The Ministry of the Interior provides a short introductory course on human rights to all new staff in order to provide them with an overview of basic concepts and the rationale of gender equality, the role of the state and the regulatory framework. The course is provided annually by internal ministry trainers. Half of the 3-hour session is devoted to gender issues.
- In 2010, the Ministry of the Interior in conjunction with the Institute for Public Administration developed an e-learning course on equal opportunities for local government officers, with a focus on specific issues of government administration and the practical work of individual departments.
- The Ministry of Education provided equal opportunities training seminars for current and future teachers which aimed to show them effective methods of gender-sensitive teaching. The topics included ethical training and education for specific disadvantaged groups.
- The Ministry of Labour and Social Affairs trained employees at labour offices on the issue of equal opportunities through an e-learning module.
- Introductory and intermediary-level training on how regional and local authorities can support gender equality in their actions and internal processes is offered as part of the 'fifty-fifty' competition for local and regional administrations. The main objective of

WHY DO WE NEED GENDER TRAINING?

Gender training is an educational tool that supports gender mainstreaming through building the capacity of ministries, local authorities and other partners to consider and address issues facing women and men in their work and lives. Gender training:

- raises awareness of gender issues and contributes to changing stereotypes;
- provides staff with expertise and analytical skills to identify gender inequality;
- develops understanding and builds competence to do things differently;
- benefits organisations by supporting a culture in which both women and men can prosper;
- helps to create a more equitable society.

Staff members may be trained on concepts such as what is gender; how to undertake gender analysis; key issues facing women and men in different sectors; underlying causes and how to address these; and how to construct gender-sensitive indicators.

this initiative is to raise awareness about the role of the state in promoting gender equality. The competition rewards administrations that implement exemplary practices to support gender equality. The competition has taken place on an annual basis since 2007 and is financed and organised by the Ministry of the Interior in cooperation with an NGO.



FACTS AND FIGURES

- In 2007, 10 stand-alone training initiatives were identified, involving approximately 2 000 staff members across several ministries, including training on human rights and gender equality through seminars, compulsory induction training and e-learning courses. In 2010, the Institute for Public Administration organised 21 accredited programmes in the field of equal opportunities for women and men.
- More than 1 600 employees (mainly career counsellors and employment advisors) from 67 labour offices completed the Ministry of Labour's e-learning course.

ARE YOU LOOKING FOR GENDER TRAINERS?

Please visit EIGE's Gender Trainers database at:
<http://eige.europa.eu/content/gender-trainers-database>

ARE YOU INTERESTED IN FURTHER RESOURCES ON HOW TO MAINSTREAM GENDER AND IMPROVE GENDER KNOWLEDGE?

Please visit EIGE's Gender Training Resources database at:
<http://eige.europa.eu/resources/gender-training>

USEFUL LINKS

Ministry of Labour and Social Affairs, Gender Equality Unit, Secretariat of the Government Council for Equal Opportunities for Women and Men, National Coordinator of Gender Agenda:
<http://www.mpsv.cz/en>

About the European Institute for Gender Equality (EIGE)

EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe.

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